

Heart and Vascular Institute

Faculty Development

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Disclosures

- None


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Case background

- Senior fellow applying for 1st job
- Recruited to stay on main campus
- During contract negotiations, senior staff left affiliate hospital
- Department chair requested contract be changed to include partial or total coverage of affiliate due to hiring freeze

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Analysis of the problem

- **Conflicting goals**
 - Department chair
 - Needs to fill an FTE during a hiring freeze
 - Division chief
 - Wants to retain high quality candidate but doesn't want to clash with chair
 - Program Director
 - Has a duty to the trainee first
 - Trainee
 - Wants to stay

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Solution

- **Recommend further interviews**
 - Leads to realization that trainee may leave
 - Better communication between chair and chief
 - Recognize the true common goal was to retain excellent talent

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